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SAP Certified Associate - SAP SuccessFactors Workforce Analytics - Functional Sample Questions (Q12-Q17):

NEW QUESTION # 12

In headcount planning, what is considered the baseline?

Please choose the correct answer.

- A. Total planned positions
- B. Total plan positions minus total plan reductions
- **C. Existing positions**
- D. Total planned reductions

Answer: C

NEW QUESTION # 13

What is the metrics pack that is the foundation of Workforce Analytics implementations?

Please choose the correct answer.

- A. Finance Management
- B. Payroll and Benefits
- **C. Core Workforce and Mobility**
- D. Recruiting

Answer: C

NEW QUESTION # 14

What is Strategic Framework? Please choose the correct answer.

- A. Defines the qualitative skills that the business sees as being important to business success for each job role
- B. Defines a matrix that will map the likelihood of an event occurring against the impact that the event will have if it occurs
- **C. Plans tactics to address the gaps identified in the workforce plan**
- D. Links the company's critical job roles to standard occupational groups

Answer: C

NEW QUESTION # 15

Which tree security access option, if assigned, prevents the user from viewing the respective structure?

Please choose the correct answer

- A. None
- B. Restricted
- **C. Hidden**
- D. Limited

Answer: C

NEW QUESTION # 16

How is the enforcement of managing WFA permissions using SuccessFactors HCM role-based permission roles enabled?

Please choose the correct answer.

- A. In SuccessStore
- **B. In Manage Workforce Analytics**
- C. By opening a ticket with Customer Success

- D. In upgrading Center

Answer: B

NEW QUESTION # 17

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